



# Town Hall

Marine Corps Base Hawaii

20 & 21 JUNE 2011



# Agenda

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- A word on WIGs and energy conservation
- Workforce Shaping
- Questions



# Commander's Focus

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- Wildly Important Goals (WIGs)....
  - Customer service
  - Conservation
  - Weekly visits
- Green initiatives
  - Still a priority
  - 10% reduction in electrical consumption in 2011



# Our Purpose

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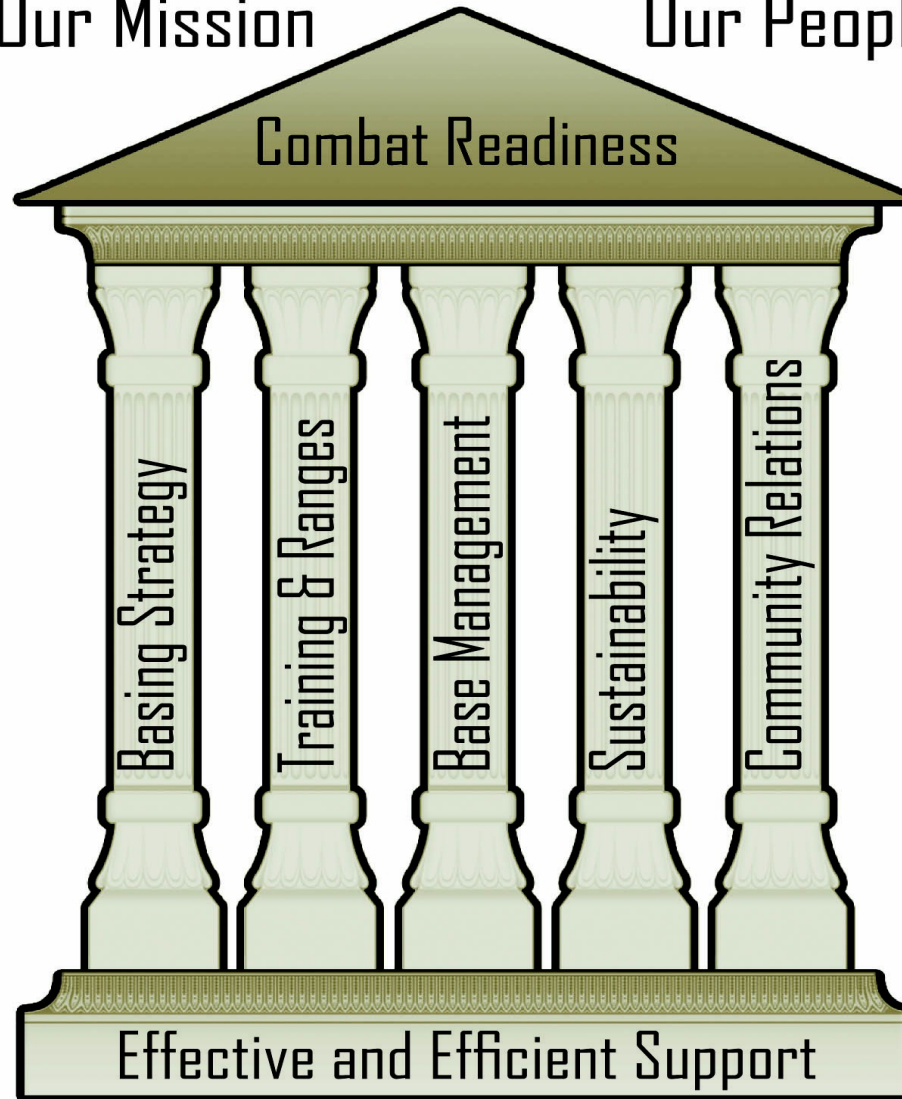
- Provide direct support to the warfighters and their families to enhance and sustain combat readiness.
- Provide and maintain essential facilities and services to support unit missions and enhance quality of service.



# Priorities

Our Mission

Our People





# Workforce Shaping

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What is it, and  
why do we need it?



# A bit of history...

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- **August 2010** - Secretary Gates directs a series of initiatives designed to reduce duplication, overhead, and excess, and instill a culture of savings and accountability across the Department of Defense
- **September 2010** - Commandant of the Marine Corps directed a Force Structure Review to evaluate and refine the organization, posture, capabilities required of America's Expeditionary Force in Readiness in a post-OEF security environment.



# Force Structure Review Group



**2011**

**Post-OEF**

**202K  
Active  
Duty Force ~ 40K USMC  
Reserve**

**186.8K  
Active  
Duty Force**



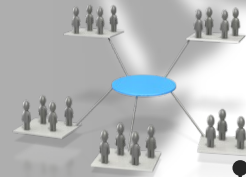
# Timeline of Events



**August 6,  
2010**  
MARADMIN  
439/10 &  
440/10  
Revised Civilian  
Manpower  
Requirement  
Process



**September  
2010**  
-MarForPac  
Hiring  
Freeze  
-SMRB  
Creation



**November  
2010**  
-OPT conducted  
@ MFP to  
determine way  
ahead  
-TFSMS Cleanse



**January  
2011**  
OPT MCB  
Hawaii  
establish  
ed

July 2010

August

September

October

November

December

January  
2011



**September  
13, 2010**  
MARADMIN  
507/10  
Moratorium  
on TFSMS  
Submissions



**December  
10, 2010**  
-MARADMIN  
691/10 -  
Marine Corps  
90-Day Freeze

# Timeline of Events

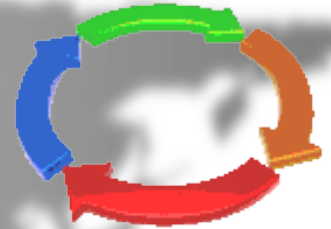


-ESC Briefed  
-Vacancy  
Identification  
All non-bic  
personnel id'ed  
for  
move/vacancy  
information  
submitted to  
MFP

May 11, 2011  
MarAdmin  
302/11 - Added  
guidance on  
Marine Corps-  
wide hiring  
freeze  
Further  
Assessments on  
Workforce (e-  
STFP)

June 2011  
Marine Corps  
Order #### on  
Strategic Total  
Force Planning  
in staffing  
phase

June &  
beyond  
Continue with  
the Strategic  
Total Force  
Planning  
Process (visit  
Directorates)



February

March

April

May

June

July

&  
Beyond

March 11,  
2011  
MARADMIN  
154/11 -  
HQM  
Hiring  
Freeze  
Extended

June 8, 2011  
MarForPac  
guidance on  
extending  
hiring freeze  
with MFP  
waiver  
approval





# What is Workforce Shaping?

- **Workforce shaping has emerged as a key focus for the federal government in the 21st century.**
- **SecDef directed significant reductions in overhead costs**
  - **“we will do Less with Less”**
  - **Savings will be realigned to the warfighters (tooth to tail ratio)**
  - **Congress is proposing 2 backfill for every 3 attritions.**
- **Hiring freezes, coupled with normal attrition, necessitate workforce shaping.**



# Table of Organization

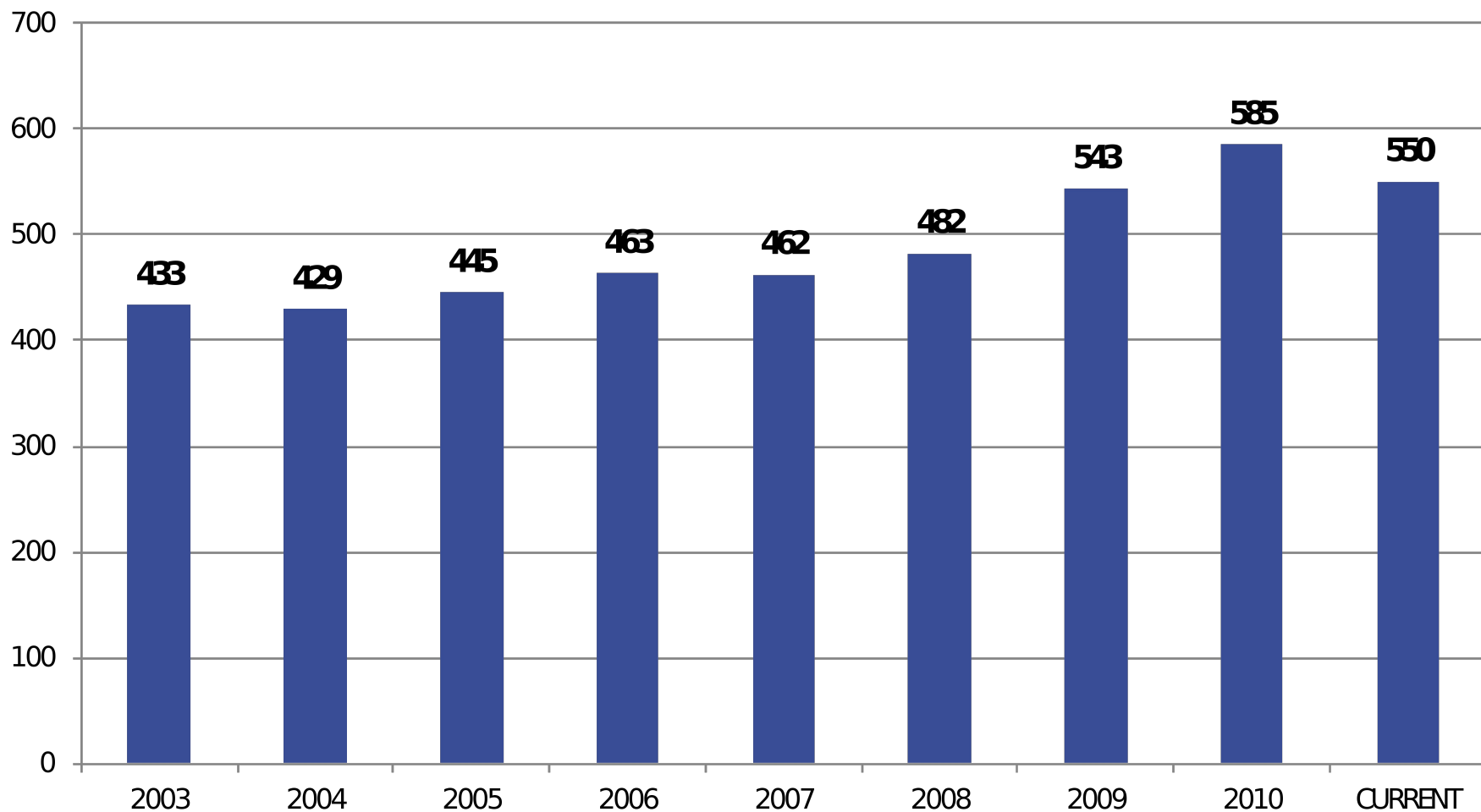
- Official T/O
  - MCB Hawaii - 549
  - MCAS - 23
  - Total BICs - 572
- Projected FY11 Labor -  
\$43.6M
- Filled BICs - 507
- Military Leave - 6
- Vacant BICs - 58  
(1 MCAS)
- Total - 572

- Overhire (No BIC) 4
  - Student Hire 1
  - Temp/Term 3

- On Board- 540
- Env/H/MCCS- (27)
- Military Leave- 6
- Total BSS1/M1- 513
- Resourced FY12 FTE  
=553

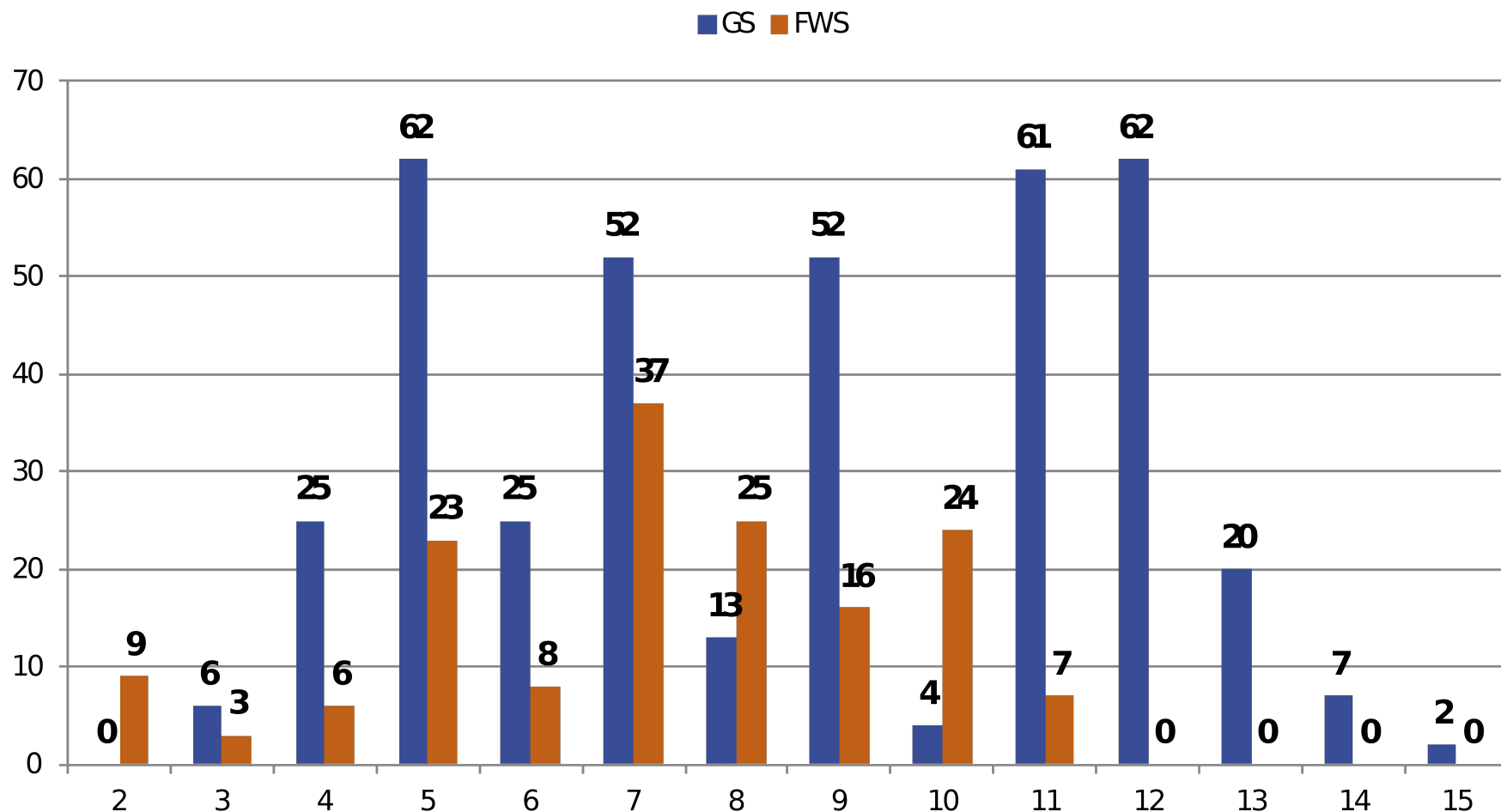


# ON BOARD COUNT



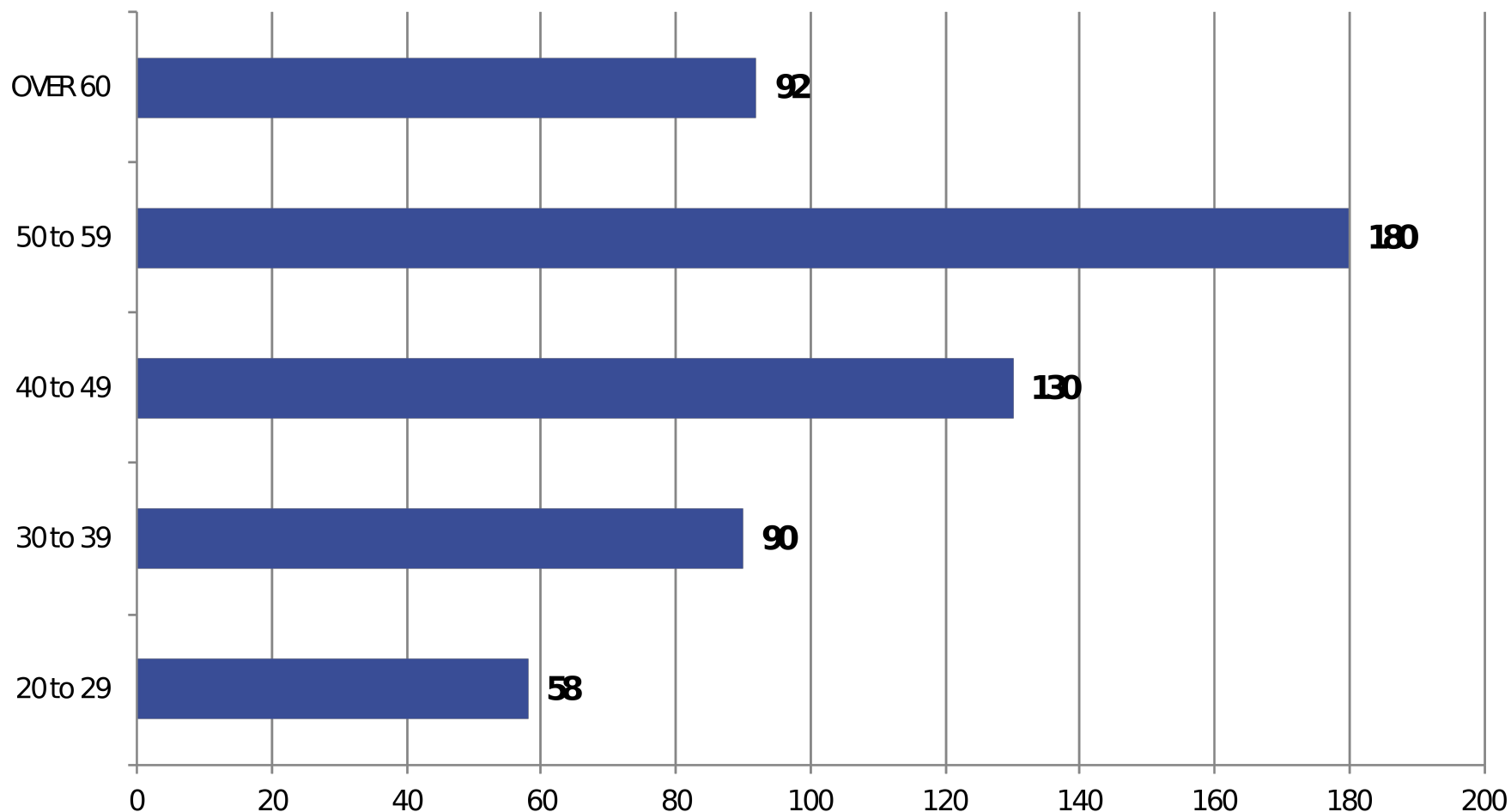


# PAY GRADE DISTRIBUTION



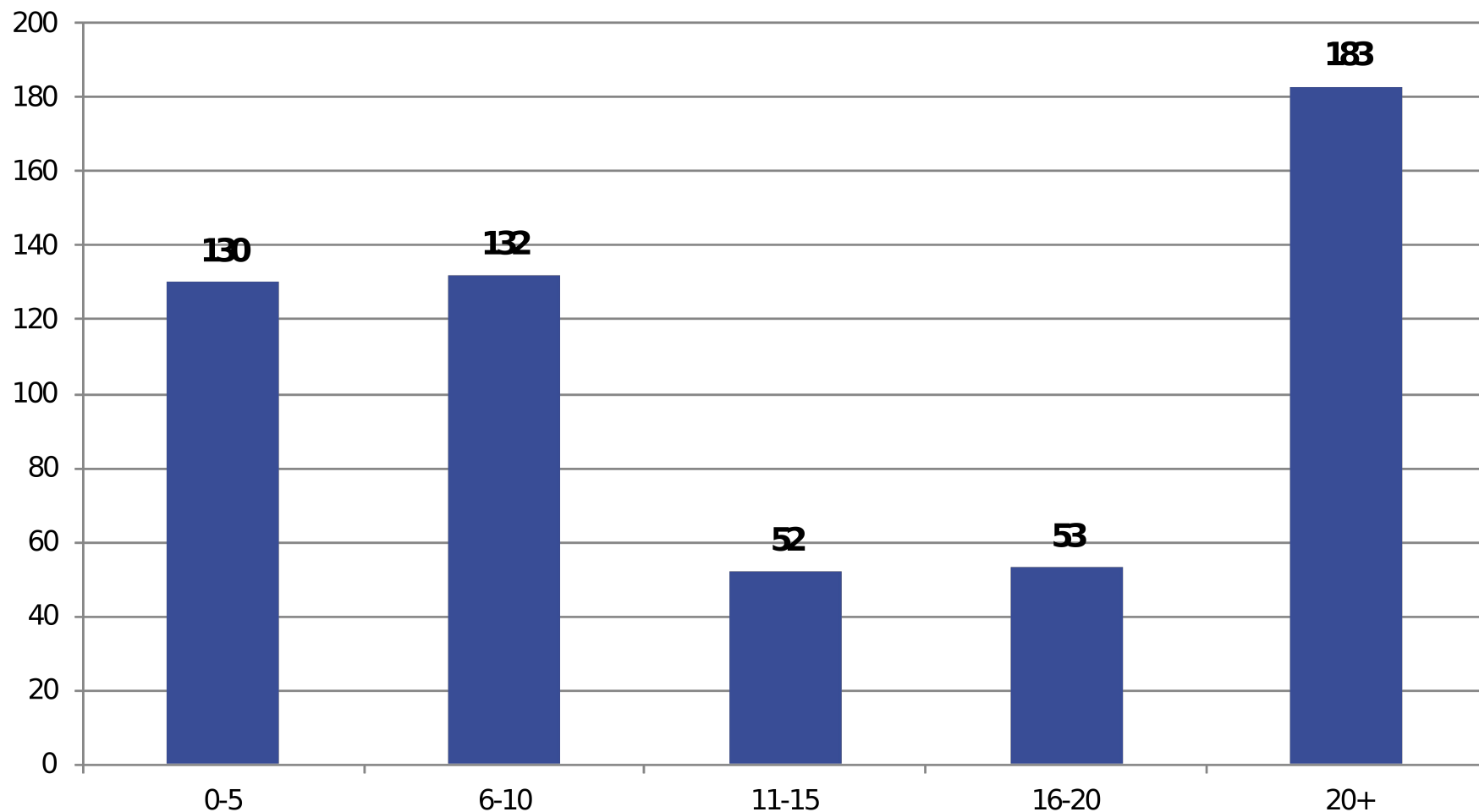


# AGE DISTRIBUTION





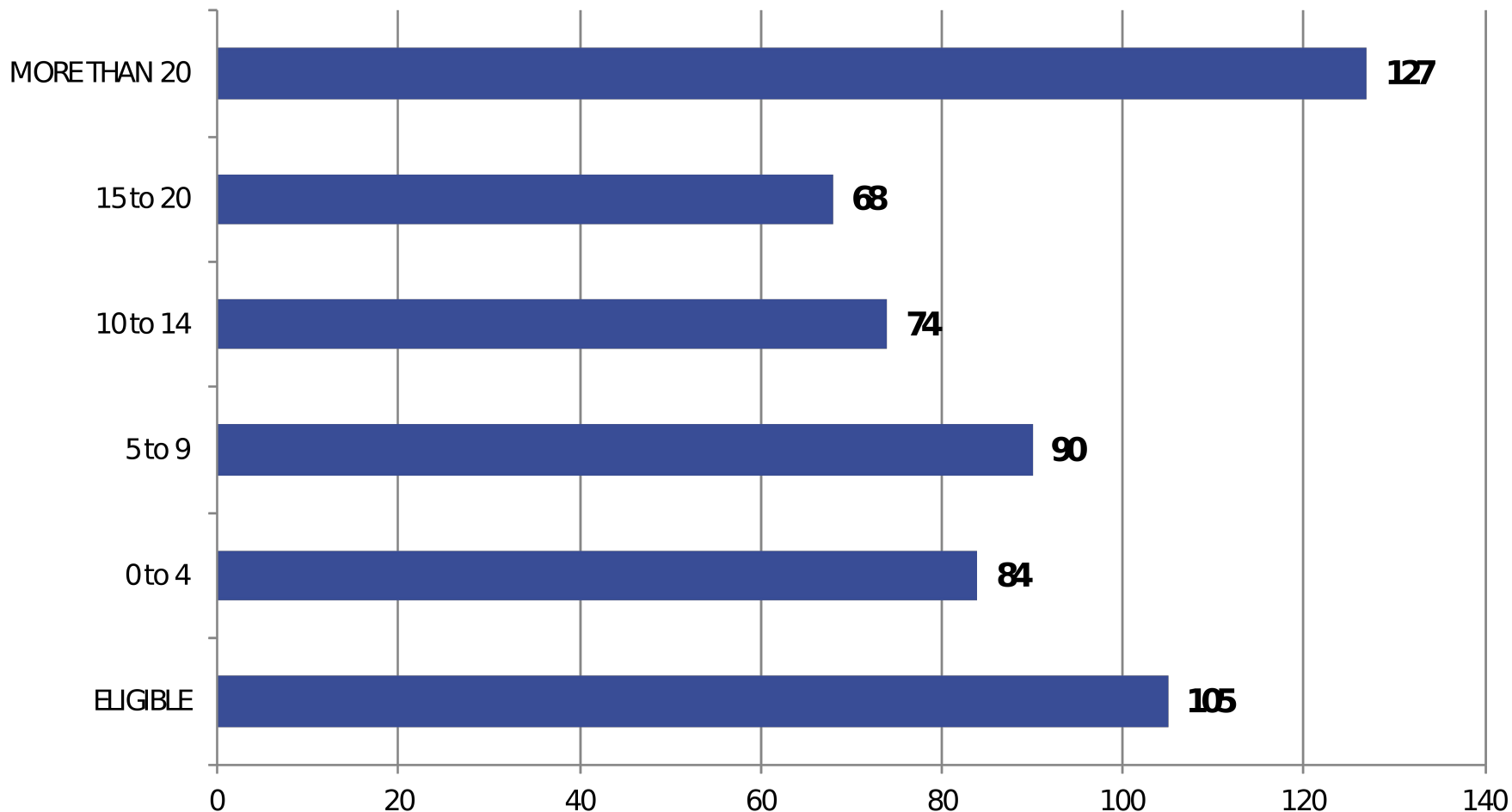
# YEARS OF SERVICE DISTRIBUTION





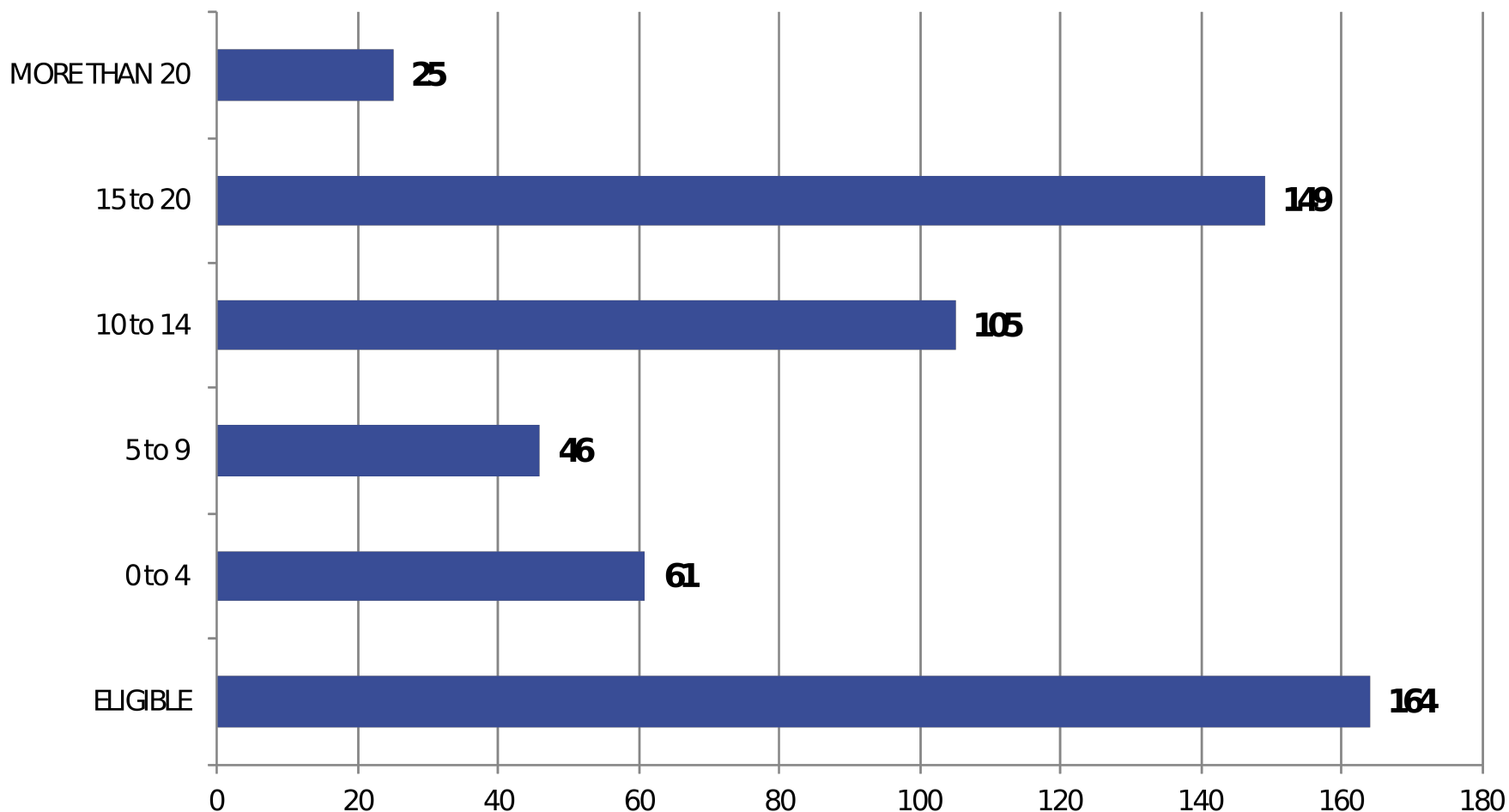


# YEARS TO RETIREMENT ELIGIBILITY



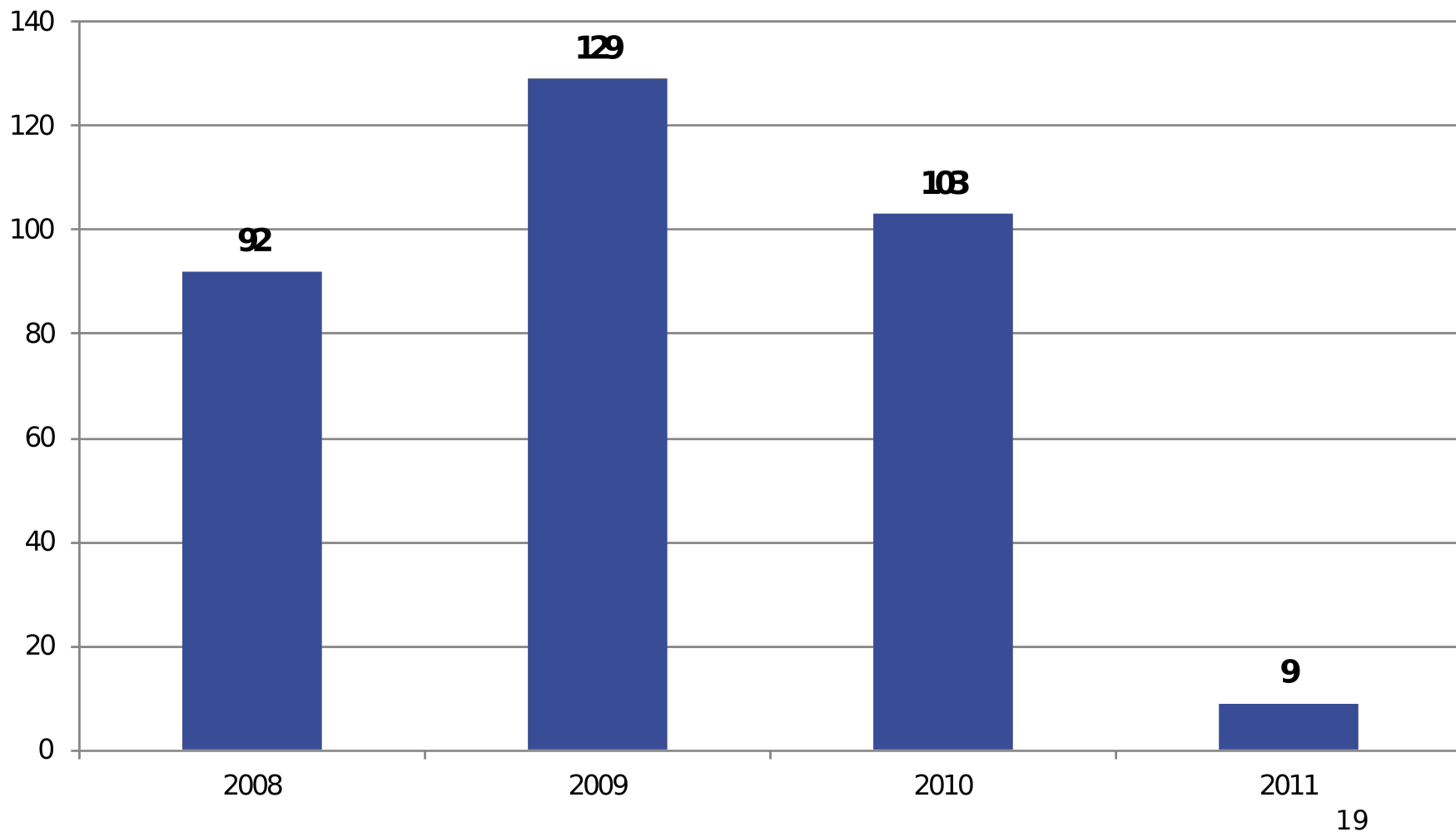


# YEARS TO EARLY RETIREMENT ELIGIBILITY



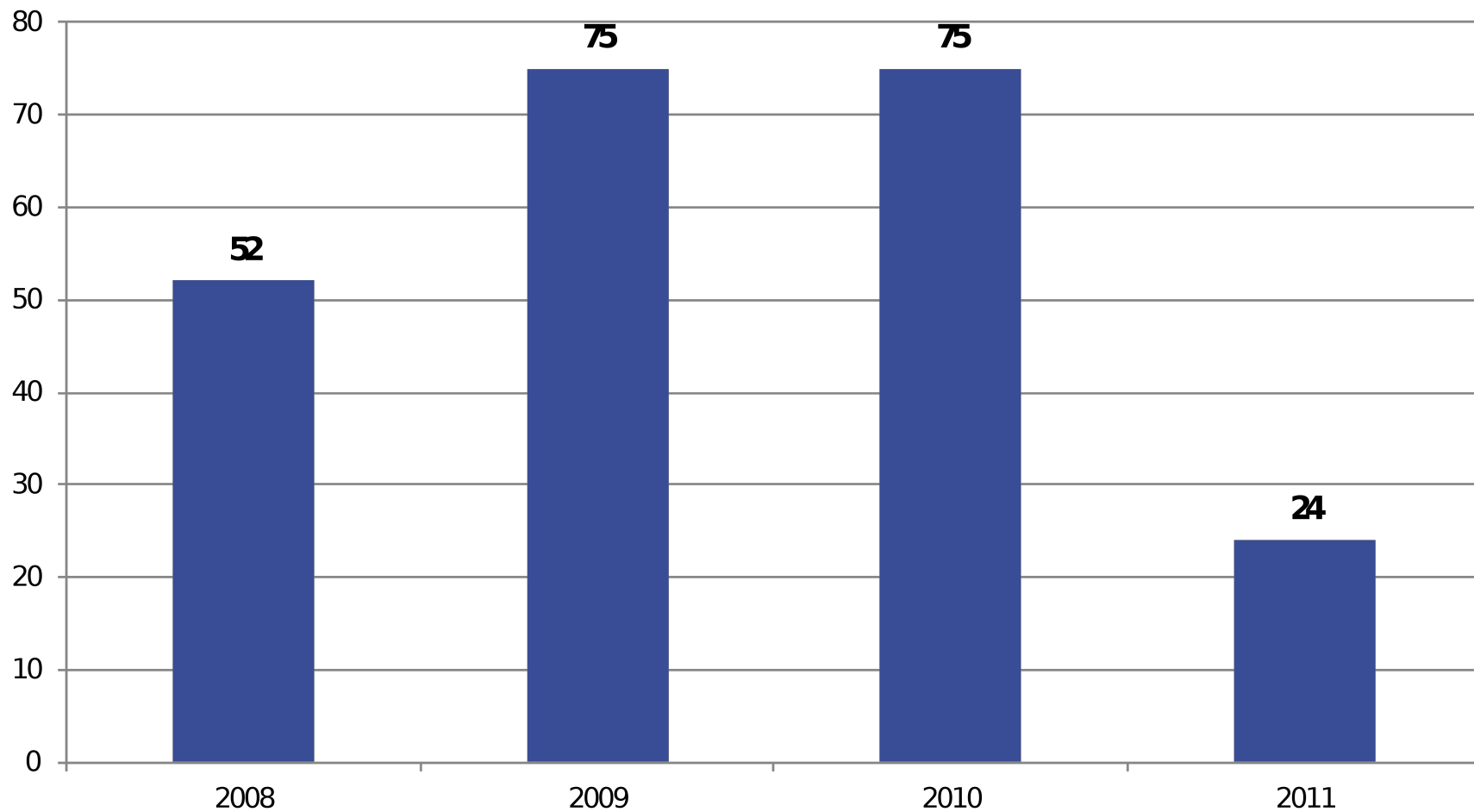


# HISTORIC GAINS



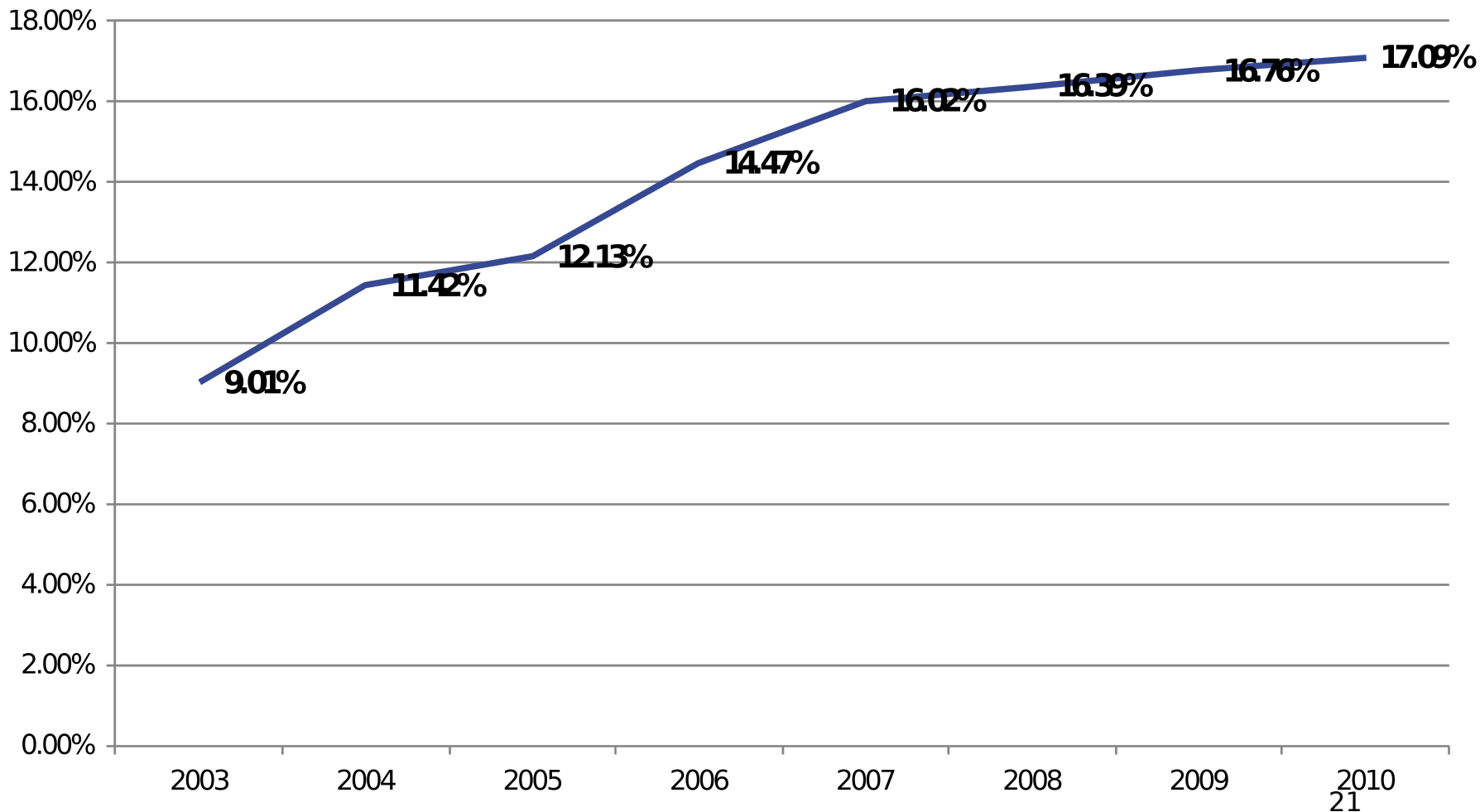


# HISTORIC LOSSES



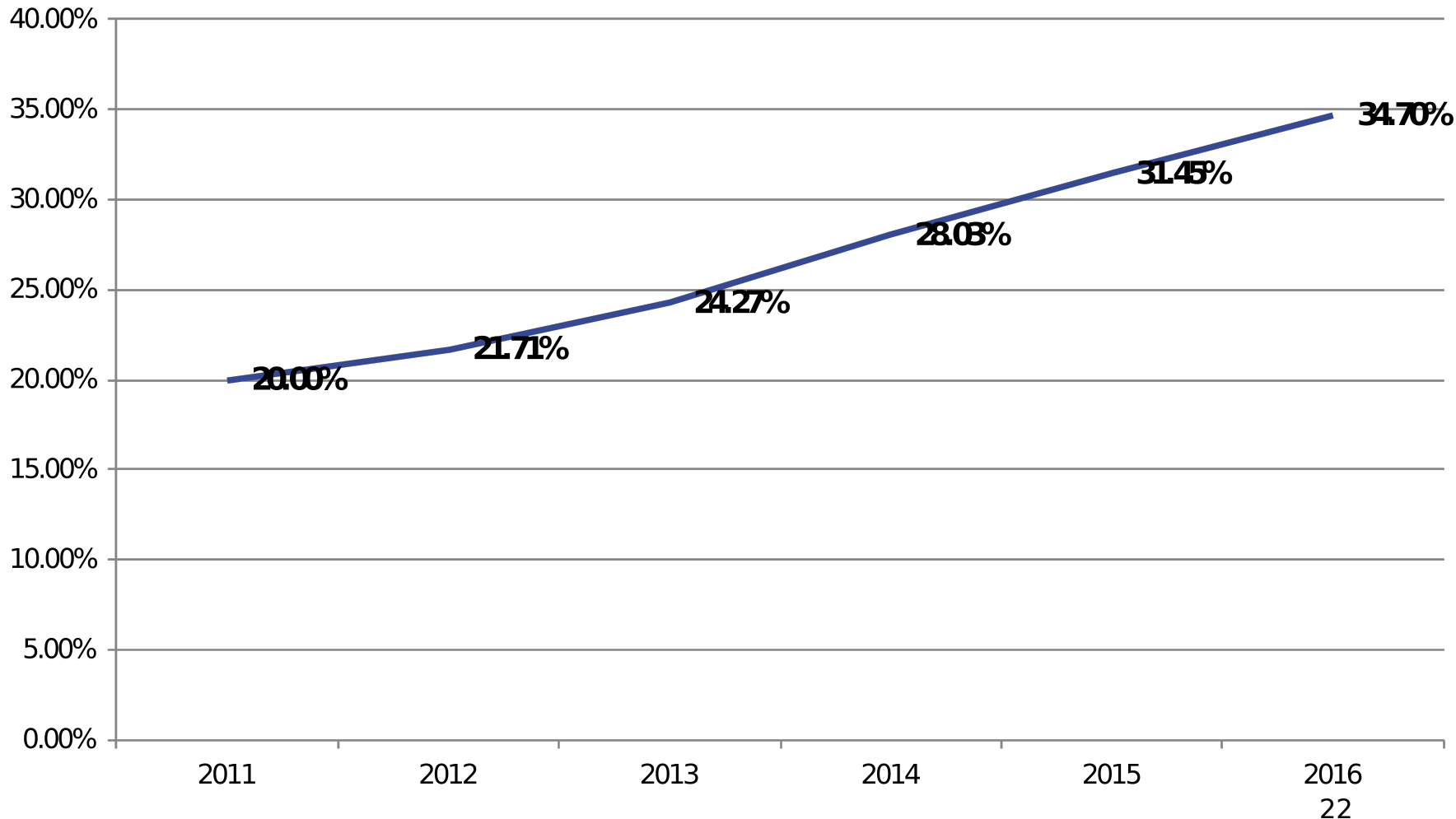


# HISTORIC RETIREMENT ELIGIBILITY





# PROJECTED RETIREMENT ELIGIBILITY BY 2016





# Workforce Planning

- **Planning is the key element of shaping**
- **Requires a reassessment of:**
  - **Our mission**
  - **Workforce needed to achieve mission**
  - **Occupations that are "mission-critical"**
  - **Skills and competencies needed**
- **Includes an analysis by:**
  - **Occupation, function, age distribution, tenure, diversity, skills, and supervisory ratio.**
- **While considering:**
  - **Recruitment, retention, development, restructuring, and possible outsourcing**



# Workforce Planning (cont'd)

- **Critical vacancies will emerge through retirements and transfers**
  - **Succession plans are essential for key positions.**
- **Planning process will develop an organization that reflects the competencies required**
- **Tools are needed to help restructure the organization**
  - **Two key tools available to Federal agencies:**
    - ❑ **Voluntary Early Retirement Authority (VERA)**





# The Way Forward

- **Educating managers to take maximum advantage of human resources flexibilities:**
  - ☐ **Reassignments within grade**
  - ☐ **Temp promotions**
  - ☐ **Training**
  - ☐ **3-star waivers for priority backfills**
- **Agency resource sharing on recruiting and advertising critical skill shortages.**
- **Sharing training resources and**



# Frequently Asked Questions

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**Q: Are we going into a Reduction-in-Force (RIF) soon?**

**A:** No. MCB Hawaii does not foresee a RIF being initiated at this time or in the near future.

**Q: Are we going to receive VERA or VSIP anytime?**

**A:** The recent survey was intended only to assess interest levels and what organizations would be most affected.

**Q: What are the advantages to workforce shaping?**

**A:** Employees are given an opportunity to learn other skills that may not have been offered before and provide them with better job advancements in the future



## **Bottom Line**

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**Our most important asset is**

**Our People**



# Questions?

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